



## National GP Retention Scheme: A Phoenix Programme Guide

This guidance document should be read in conjunction with information on the [NHSE website](#) and the model contract on the [BMA website](#).

### Who?

Any GP with firm plans to leave (including retirement), with a need for flexibility due to other personal or professional commitments and a need for educational support (at the least this would be to keep up with changes within the practice organisation). Flexibility includes being able to work a reduced number of weeks per year (min 30) minus CPD and Annual Leave e.g. for term time working.

### Where?

Any practice, including where the applicant currently works. Non-training practices need to show an understanding of educational needs assessment and educational supervision on a visit from the HEE lead.

### Support

Financial support is provided to the Retained GP in proportion to the number of sessions worked with a maximum 208 per year (minus CPD and annual leave) and will help toward indemnity and CPD. Pay is at the local Salaried Rate and HEE cannot suggest a suitable rate. Practices receive a fee *per session* to compensate for the supervision time and flexibility. Educational Support is through the practice and is reviewed annually with the HEE Lead.

### How long?

Five years is the usual maximum, but this may be extended if you have extended leave during that time for sickness or parental leave. Shorter times are sometimes enough for a doctor to feel they are ready to go on to a “normal” salaried job or to leave general practice.

### Applying

Enquire through HEE and the local lead. A non-binding discussion is available before you commit! Find a practice that is interested (again the HEE lead can have a non-binding discussion with them to clarify anything). Application form is on the [NHSE website](#). It's combined with an annual review form so make sure all the bits you need to fill in are filled in. Allow at least twelve weeks before a proposed start date as the form needs signing by the HEE lead as a recommendation to be included on the scheme then sending to the LAT and CCG for them to approve. To contact the HEE lead, use the email address [bevis.heap@hee.nhs.uk](mailto:bevis.heap@hee.nhs.uk).